

## IN THE CLAIMS:

Please amend the claims to have the status and content indicated in the following listing of claims, wherein any cancellation of claims is made *without prejudice*.

1-12: (cancelled).

13. (previously presented) A method, comprising:

(a) implementing an employment sourcing website on a publicly accessible network;

(b) implementing on said publicly accessible network a first organization specific website associated with a first organization;

(c) receiving employment specific information on a plurality of positions for a plurality of positions at said first organization from said first organization;

(d) presenting an employment hyperlink on said first organization specific website;

(e) transferring a first website visitor, visiting said first organization specific website over said publicly accessible network, from said first organization specific website to said employment sourcing website, said transfer being implemented in response to clicking of said employment hyperlink on said first organization specific website;

(f) in response to clicking of said employment hyperlink on said first organization specific website by said first visitor, presenting said employment sourcing website in a style which mimics said first organization specific website;

(g) receiving criteria respecting acceptable candidates for each of said plurality of employment positions from said first organization and a first series of questions associated with said criteria;

(h) presenting, over said publicly accessible network, said information on said plurality of employment positions from said first organization to said first visitor on said employment sourcing website;

(i) receiving, over said publicly accessible network, a selection of one of said

employment positions from said first website visitor;

(j) presenting, over said publicly accessible network, said first series of questions on said employment sourcing website to said first visitor, seeking information respecting said first visitor, said first series of questions being associated with said selected employment position;

(k) receiving, over said publicly accessible network, answers to said first series of questions from said first website visitor, said answers comprising information on said first website visitor;

(l) scoring said answers from said first website visitor against said criteria for the selected employment position to determine whether information on said first visitor should be sent to said first organization; and

(m) charging said first organization in response to a scoring determination that information on said first visitor should be sent to said first organization.

14. (previously presented) A method as in claim 13, further comprising:

(n) presenting a second employment hyperlink on a third website associated with a third entity;

(o) transferring a second website visitor, visiting said third website over said publicly accessible network, from said third website to said employment sourcing website, said transfer being implemented in response to clicking of said second employment hyperlink on said third website;

(p) presenting, over said publicly accessible network, said information on said plurality of employment positions from said first organization to said second visitor on said employment sourcing website;

(q) receiving, over said publicly accessible network, a selection of one of said employment positions from said second website visitor;

(r) presenting, over said publicly accessible network, said first series of questions on said employment sourcing website to said second visitor, seeking information respecting said second visitor, said first series of questions being associated with said

selected employment position;

(s) receiving, over said publicly accessible network, answers to said first series of questions from said second website visitor, said answers comprising information on said second website visitor;

(t) scoring said answers from said second website visitor against said criteria for the selected employment position to determine whether information on said second visitor should be sent to said first organization; and

(u) crediting said third entity in response to a scoring determination that information on said second visitor should be sent to said first organization.

15. (original) A method as in claim 14, further comprising a second organization specific website associated with a second organization, said second organization specific website having an employment icon which functions to bring visitors to said employment sourcing website to achieve functionalities with respect to a plurality of employment positions associated with said second organization.

16. (original) A method as in claim 15, further comprising a fourth website comprising an employment icon which connects a visitor visiting said fourth website to said employment sourcing website, said visitors entering said employment sourcing website from said fourth website having access to information on employment positions associated with said first and second organizations.

17. (currently amended) A method, comprising:

(a) implementing an employment sourcing website on a publicly accessible network;

(b) receiving employment specific information on a plurality of positions at a plurality of organizations in search of employees to fill said positions;

(c) receiving criteria respecting acceptable candidates for each of said plurality of employment positions from said first organization and questions associated with said

criteria;

(d) presenting, over said publicly accessible network, an employment hyperlink on a ~~plurality of referring websites~~ website;

(e) transferring a website visitor, visiting ~~one of said referring websites~~ website over said publicly accessible network, from said referring website to said employment sourcing website, said transfer being implemented in response to clicking of said employment hyperlink on said referring website;

(f) presenting, over said publicly accessible network, said information on said plurality of employment positions to said visitor on said employment sourcing website;

(g) receiving, over said publicly accessible network, a selection of one of said employment positions from said website visitor;

(h) presenting, over said publicly accessible network, said questions on said employment sourcing website to said visitor, seeking information respecting said visitor, said questions being associated with said selected employment position;

(i) receiving, over said publicly accessible network, answers to said questions from said website visitor, said answers comprising information on said website visitor;

(j) scoring said answers from said website visitor against said criteria for the selected employment position to determine whether information on said visitor should be sent to the organization associated with said selected one of said employment positions; and

(k) crediting said referring website in response to a scoring determination that information on said visitor should be sent to the organization associated with said selected one of said employment positions.

18. (original) A method as in claim 17, wherein said criteria and said questions are received from said organizations.

19. (original) A method as in claim 17, wherein said questions request information from website visitors desirous of applying for said positions.

20. (original) A method as in claim 17, wherein said questions are in the nature of a test to be taken by website visitors.

21. (original) A method as in claim 17, further comprising receiving at said employment sourcing website an indication that said website visitor is being considered for a position and blocking information on said website visitor from further use.

22. (previously presented) A method as in claim 17, wherein the organization, with respect to which a website visitor has submitted answers which have been scored against said criteria to cause information on said visitor to be taken to the organization associated with said selected one of said employment positions, pays a fee upon receiving said information.

23. (original) A method as in claim 17, further comprising maintaining a database of questions and answers and notifying visitors when positions suitable for a visitor have been received by the employment website.

24. (currently amended) A method as in claim 17, further comprising receiving ~~that~~ from said employment sourcing website an indication that said website visitor is being considered for a ~~position and~~ position, and blocking said website visitor from further use of the employment sourcing website and blocking information on said visitor from being transmitted by said employment sourcing website.

25. (currently amended) A method as in claim 17, wherein said criteria and said questions are received from said organizations, said questions request information from referring website visitors desirous of applying for said positions, said questions are in the nature of a test to be taken by referring website visitors, and wherein the organization, with respect to which a referring website visitor has submitted answers

which have been scored against said criteria to cause information on said visitor to be taken to the organization associated with said selected one of said employment positions, pays a fee upon receiving said information, and further comprising maintaining a database of questions and answers and notifying visitors when positions suitable for a visitor have been received by the employment sourcing website, and receiving from said employment sourcing website an indication that said referring website visitor is being considered for a position and blocking said referring website visitor from further use of the employment sourcing website and blocking information on said visitor from being transmitted by said employment sourcing website.

26. (currently amended) A method as in claim 25, further comprising receiving at said employment sourcing website an indication that said referring website visitor is being considered for a position and blocking said website visitor from further use of the employment sourcing website.

27. (currently amended) A method as in claim 17, further comprising receiving at said employment sourcing website an indication that said referring website visitor is being considered for a position and blocking information on said employment sourcing website from further use and wherein the organization, with respect to which a website visitor has submitted answers which have been scored against said criteria to cause information on said visitor to be taken to the organization associated with said selected one of said employment positions, pays a fee upon receiving said information.

28. (new) A method as in claim 17, wherein the answers from the website visitor are scored using for each question values set by the organization associated with the respective employment position.

29. (new) A method as in claim 17, further comprising providing an opportunity for the respective organization to review and approve a website visitor's submission of information.

30. (new) A method according to claim 29 wherein approval of a website visitor by the respective organization triggers a check for a referral source for the website visitor and payment of a referral fee to the referral source, if appropriate.

31. (new) A method according to claim 17 wherein the presenting, over said publicly accessible network, of an employment hyperlink is effected on a plurality of referring websites.

32. (new) A method according to claim 17 wherein said employment hyperlink is on a web page, the method further comprising employing referral data associated with the web site visitor and wherein the referral data identifies the web page having the employment hyperlink.

33. (new) A method according to claim 23 wherein the web site visitor provides said information in a web page, wherein the web page has a universal resource locator and wherein the universal resource locator of the web page is stored in the database.